



# Early Intervention Is Injury Prevention

*How Onsite Early Intervention Can Transform Workplace Health and Safety*



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Onsite Early Intervention (EI) is more than the application of a powerful health and safety tool; it's a game-changing, preemptive approach that is significantly reducing workplace injuries today – across the spectrum of company size and industry. Onsite EI leverages the capabilities and resources of an expert provider, such as Fit For Work, which comes into your facility and proactively engages with your employees at risk of musculoskeletal injury.



**The objective and end result of onsite early intervention is injury prevention – because the least costly claim is one that never occurred.**

The results of Onsite EI are noteworthy. One employee of a large manufacturing company shared, “I’ve had shoulder pain for two decades and haven’t been able to lift my arm above my shoulder for many years. Since working with the Fit For Work provider, I can now freely raise that arm above my shoulder.” Think of the implications for this employee. Success breeds success, as the worker added, “I’ve been encouraging others to seek out the same help.”

Let’s consider the components of a comprehensive Onsite EI program and how this holistic approach can transform workplace health and safety by preventing workplace injury, along with the associated paperwork and lost time.



# Understanding Early Intervention

A musculoskeletal medical expert trained as an Onsite EI provider focuses on three leading indicators of injury: early soreness, ergonomics, and human behavior. We'll explore each component:

## Early Soreness

For most organizations, responding to early soreness is a familiar part of basic EI. This component aims to provide early attention to sprains and strains before they evolve into formal complaints.

While responding to early soreness is a step in the right direction, it's not enough. If the application of EI ends here, it's a missed opportunity. Why? Because this approach relies on employees to wait until they experience soreness and then decide to seek help. Unfortunately, this often means they wait too long, leading to more severe injuries and higher costs.

If your EI program waits for employees to come to the provider, it's a red flag that you are missing out on vital preventative opportunities. This scenario leads us to the next two components of a proactive, modern Onsite EI program.



## Ergonomics

An Onsite EI provider such as Fit For Work can generate thousands of preventative interactions with your employees each year. Many times, those interactions will involve ergonomics. When the Onsite EI team has access to a team of certified professional ergonomists (CPEs), the resulting synergy can deliver consistent forward progress in reducing or avoiding workplace injuries.

Further, these CPEs can make all the difference in addressing your backlog of ergonomic objectives because you no longer need to parcel out ergonomic projects one at a time. Instead, many of these can now be addressed through your EI program. With a strong Onsite EI provider, you can harness the combined power of EI and ergonomics – while positioning your organization to focus on the next component.

## Human Behavior

Employee behaviors are notoriously difficult to change. However, by consistently focusing on best practices and preferred behaviors through one-on-one interactions, you can see a significant impact on behavior.

Imagine having an Onsite EI provider with thousands of preventative interactions, mostly in the field, and the connections formed with employees. A quality provider will develop positive ongoing relationships through these



regular engagements. They will also build trust, founded on demonstrated musculoskeletal expertise and a proper understanding of the employees' jobs.

When changes in employee behaviors show an improvement in their immediate function and activity, you achieve employee buy-in. That acceptance will likely lead to permanent, positive improvements in behavioral patterns across the organization, which will help you achieve injury prevention goals.

**An effective Onsite EI program goes well beyond a symptom-response process; it also provides proactive solutions to ergonomic and behavioral challenges.**

# Reaping Benefits from Onsite EI

Whatever your organization's size, you can realize the benefits of Onsite EI. These proactive injury prevention processes will become integrated into your ongoing operations with the help of a dedicated provider.

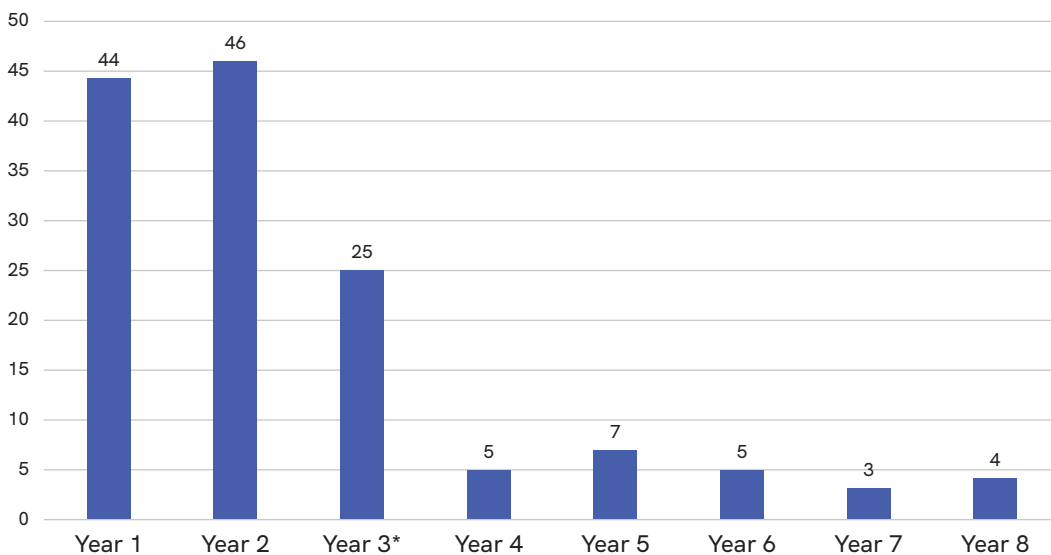
One employee of a midsize manufacturer said, "Sometimes we can get too comfortable in our daily work routine and not even realize we're performing work duties unsafely. It's nice to have a provider here to explain unsafe work practices and help our management and safety team eliminate them."

An outside provider that does not face the same distractions as busy EHS professionals

(e.g., sudden incidents and inspections) can focus entirely on injury prevention. Further, you avoid the challenges of hiring additional staff and the inherent training/learning curve while benefitting from consistent reporting on recordable injury rates across your organization.

One large distribution company experienced a significant reduction in OSHA recordable incidents after selecting Fit For Work as its Onsite EI provider. Starting at more than 44 recordable injuries per year, the company saw a significant reduction during its first year of Onsite EI and then experienced ongoing, sustained reductions to seven or fewer incidents annually.

## Large Distribution Company: OSHA Recordables



\*Started working with Fit For Work in the middle of year 3

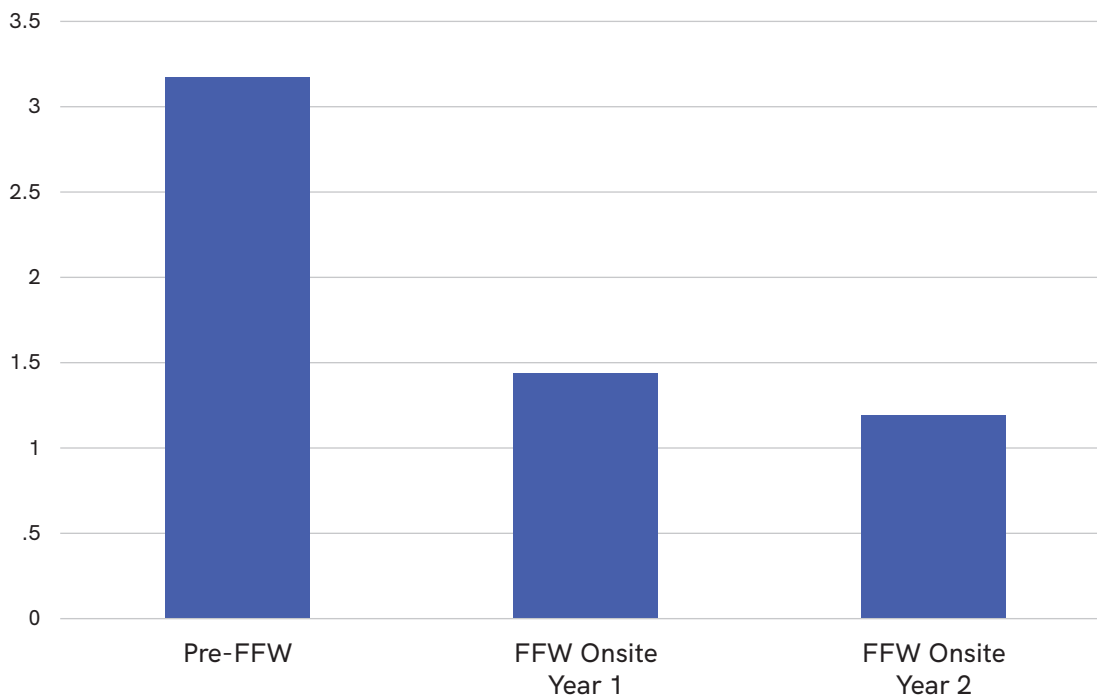
# Boosting the Bottom Line

Safety, operations, and human resources leaders confirm that the cost of musculoskeletal injuries adds up quickly. Establishing an Onsite EI program cuts expenses immediately while increasing productivity – ensuring these improvements are sustained.

The operations manager of a larger distribution company reported, “Working with an Onsite EI provider has saved my operation a ton of money. At the same time, the relationship built with the local team has exceeded expectations.”

In one case study involving a large multi-site manufacturing company, the organization’s musculoskeletal disorder incident rate was 3.15 prior to adopting a Fit For Work Onsite EI program. After the first year of partnership, the incident rate dropped to 1.42. The gains extended into the program’s second year as the incident rate fell to 1.18 – a decrease of more than 50% from pre-program.

## Large Manufacturing Company: MSD Incident Rate



# Shifting the Paradigm

Preventing the daily impact of injuries – including associated paperwork and lost time – can benefit your operation, your workforce, and your bottom line. Harnessing the power of Onsite EI is key to that change.

As a proactive approach, Onsite EI shifts the workplace safety paradigm by focusing on three leading indicators of injury: early soreness, ergonomics, and human behavior.

The objective and end result of this early intervention approach is injury prevention – because the least costly claim is one that never occurred.

## *Testimonial:*

*It's nice to have a provider here to explain unsafe work practices and help our management and safety team eliminate them.*

Want more information on how to leverage these tools to lead your organization to more proactivity and fewer injuries?

[FIND OUT HOW WE CAN HELP](#)

## ABOUT FIT FOR WORK

Fit For Work is an established national provider of innovative workplace injury prevention services. As a world-class leader in our field with 25 years of experience, we have shown that by embracing a culture of wellness and safety and making prevention a priority, you can gain a stronger, healthier workforce.

